**Name - \_\_Kerry Aistrope\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

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| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * *Which type of Coaching Conversation is being planned?* * *Supportive* |
| * Purpose of the Coaching Conversation | * *Determining what is meant by CSM service so that all can identify it and as an agency we can develop and support the service. These are questions asked AAA, BBB and CCC* |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * *Describe in detail what you want the collaborative service model and service to look like as it operates in a school building or district.* * *Describe how you would proceed if were active in CSM pilot?* |
| * *Reflective Questions* * The “what about the what” * Emotional | * *Describe the closest resemblance of current work to your envisioned work.* |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * *How might we consider honing our ideas/beliefs about CSM to a collective idea or vision?* * *How might we communicating our idea(s) to others?* * *Potentially, what data might be collected to determine strength of service?* |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * *As we seek to initiate this service in a few sites across our agency, what steps might we take next to launch this detailed design of the service.* |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | *This information will be shared with CSM group and with GH Admin. team.* |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* | * *I will facilitate the activity for the CSM group that asks these questions. Essentially, I will conduct a supportive conversation with the CSM group.* |

**Reflection on the Coaching Conversation**

**Name: Kerry Aistrope**

**Date: February 12, 2010**

**Type of Coaching Conversation: Directive/Supportive Collaborative Facilitative/Supportive**

**Supportive**

**Reflect on the coaching conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

**I spent a great deal of time planning the questions to address the purpose. I wanted to ask the questions in a way that supported the purpose of the conversation**

**I’m so glad I waited to have this conversation. It has become the essence of the agenda for our next CSM meeting. The purpose remains the same as noted above, but I believe after this work (using the ORI questions in a World Café activity) on Tuesday with the members of the CSM group will move the work forward. My hope is that when we meet again on March 2 as GHAEA admin., that all will see the vision and be able to support the effort and the expectations that come from this group.**

**What was most challenging for you during the conversation? Most pleasing?**

**The most challenging part of the conversation for me was to not step into the conversation with ideas. I’ve discovered that listening yields better results in the long run.**

**What might be some things you would do differently/the same in your next conversation?**

**I might try this supportive conversation with large groups again. It seems similar to a beach ball conversation.**

**What techniques will you specifically address in your next coaching conversation?**

**Likely, I will continue to remind myself to keep listening instead of talking. Paraphrasing is something I getting better at but I use my words instead of their words.**